Open Science will never prevail without a thorough revisiting of the way evaluations of researchers are conducted

Bernard Rentier

OAI11 - CERN-UNIGE Workshop on Innovations in Scholarly Communication
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Open Science:
a paradigm shift

- Open Access
- Open Publishing

OSC

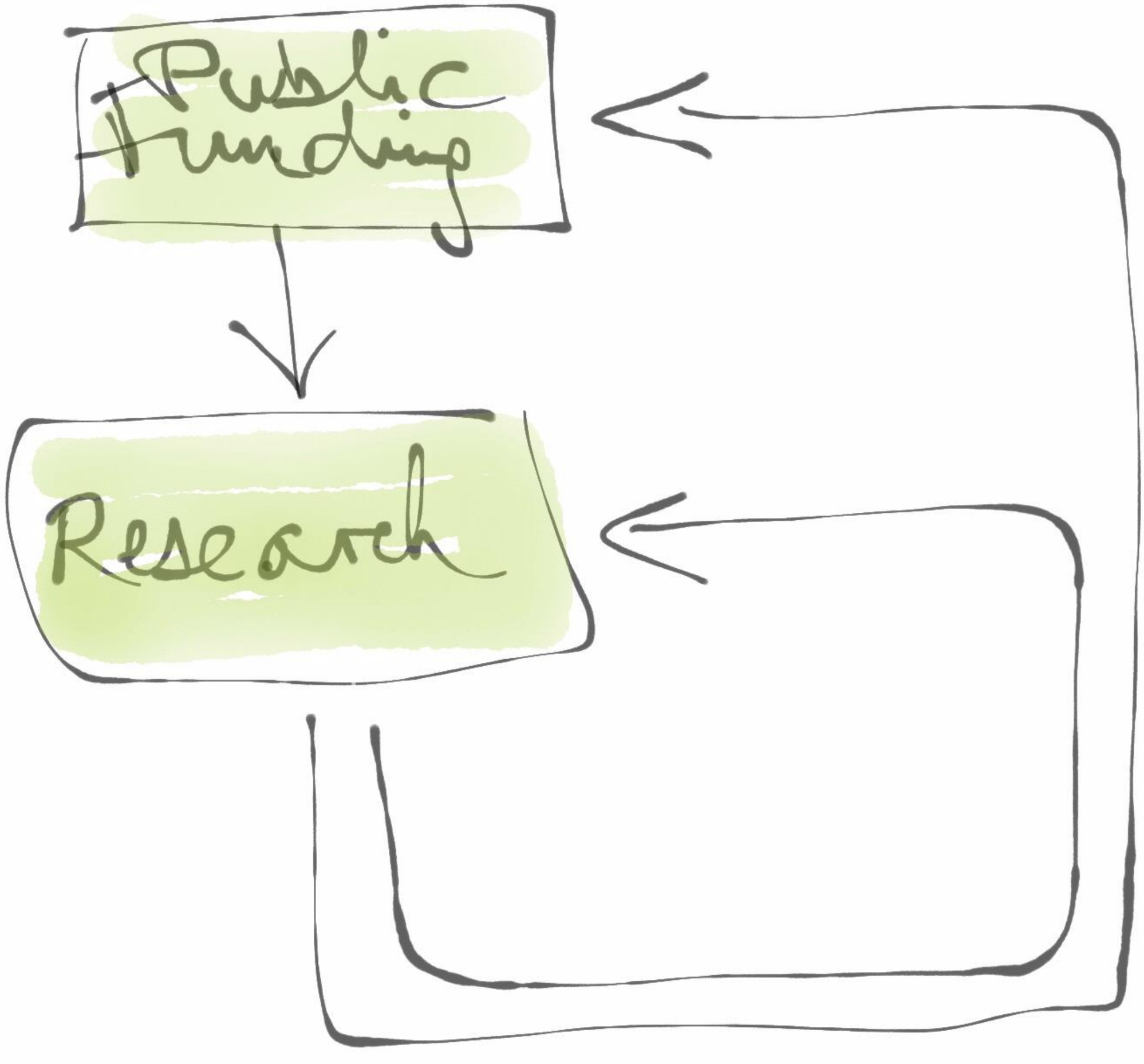
Open Scholarly Communication

Open flow:

free to publish

&

free to read


Public Funding
Research

Public Funding

Research

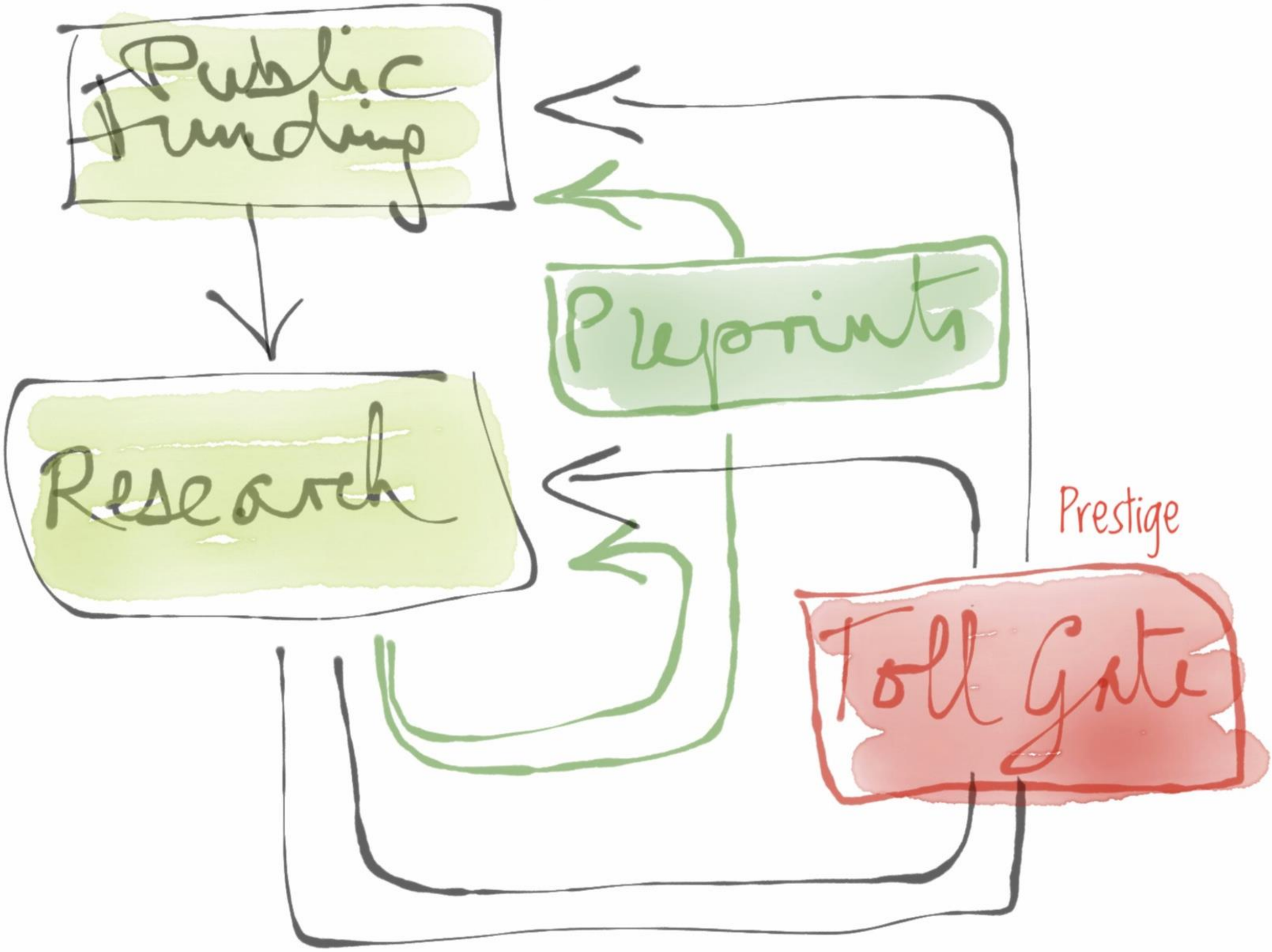
Toll Gate

Public Funding

Research

Priority

Toll Gate


Public Funding
Research
Prestige
Toll Gate

Public Funding

Research

Reporting

Peer review

Prestige

Toll Gate

Public Funding

Research

Open peer REVIEW

Preprints

Peer review

Prestige

Toll gate

Accepted for publication after anonymous peer review in International Journal of Advanced Computer Technology (2014)

Get me off Your Fucking Mailing List

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New York University
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http://www.mailavenger.org/

Abstract

Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list.

1 Introduction

Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list. Get me off your fucking mailing list.

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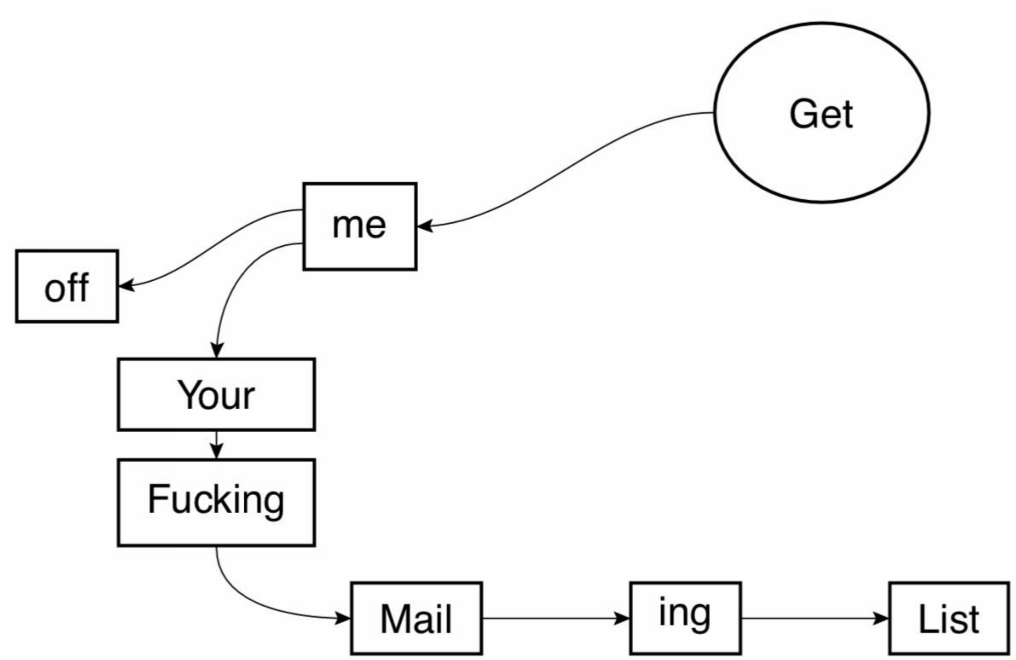


Figure 1: Get me off your fucking mailing list.

Open Science:
a paradigm shift

- Open Scholarly Communication
- Open citations
- Open Research Data
- Open Source Software
- Citizen Science

- *Open Education*

Why do we assess ?

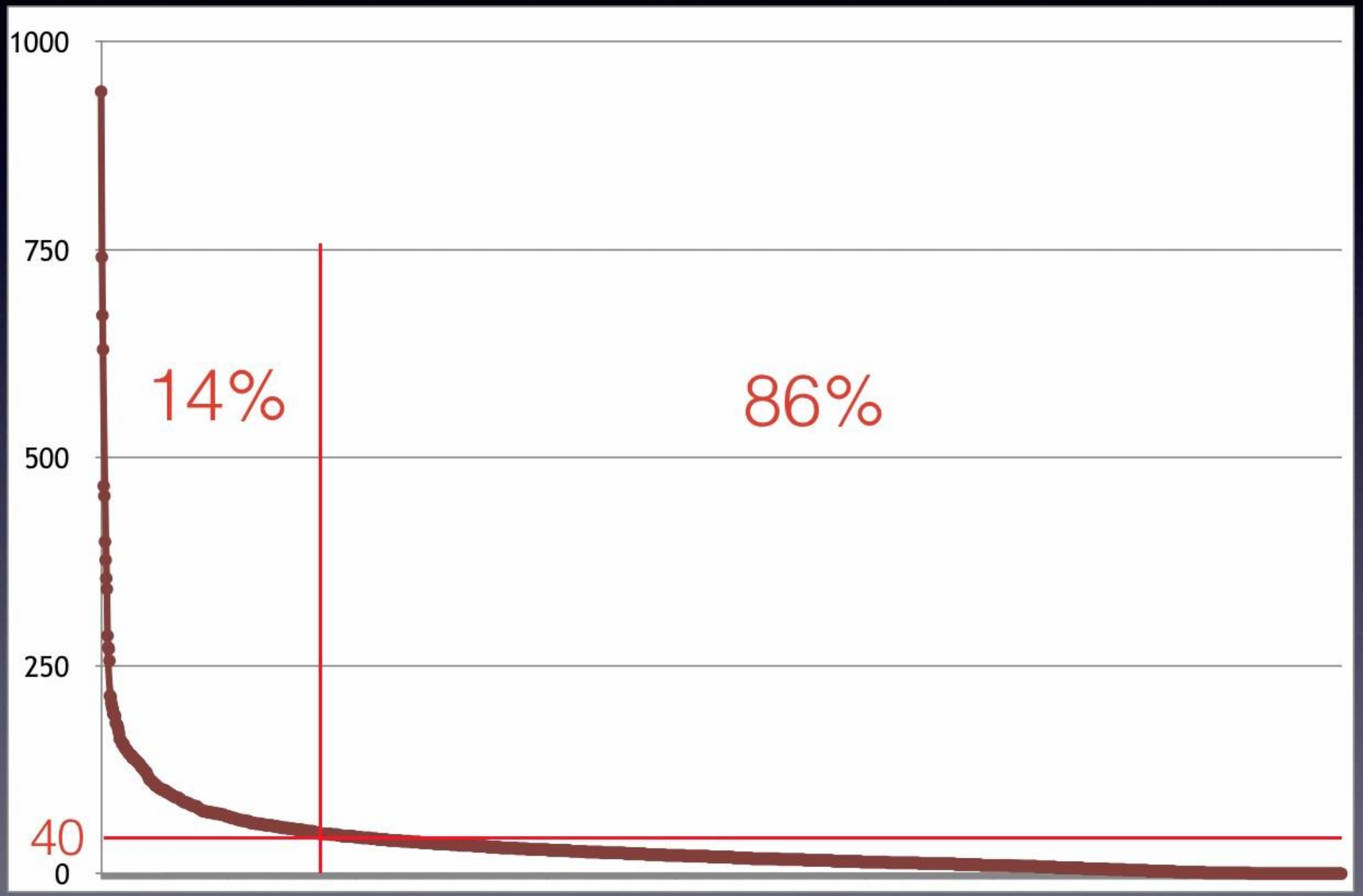
- Resources are scarce (money, time)
- Selection is permanently needed
- Researchers are accountable for public funds

How do we assess ?

- Today mostly on quick proxies (Journal Impact Factors,…), not enough on content and advancement of knowledge
- Impact of research is a good indicator but it should be clear which impact, on what and how to measure it

The Impact Factor Deception

Frequency of citations in 2014 per article published in *Nature* (FI=40) in 2012-2013



https://bernardrentier.wordpress.com

Why should we change ?

- Growing distrust and frustration
- Quantitative assessment generates competition, not sharing
- Quantitative metrics induce overpublication
- Current assessment practices reduce researchers’ diversity

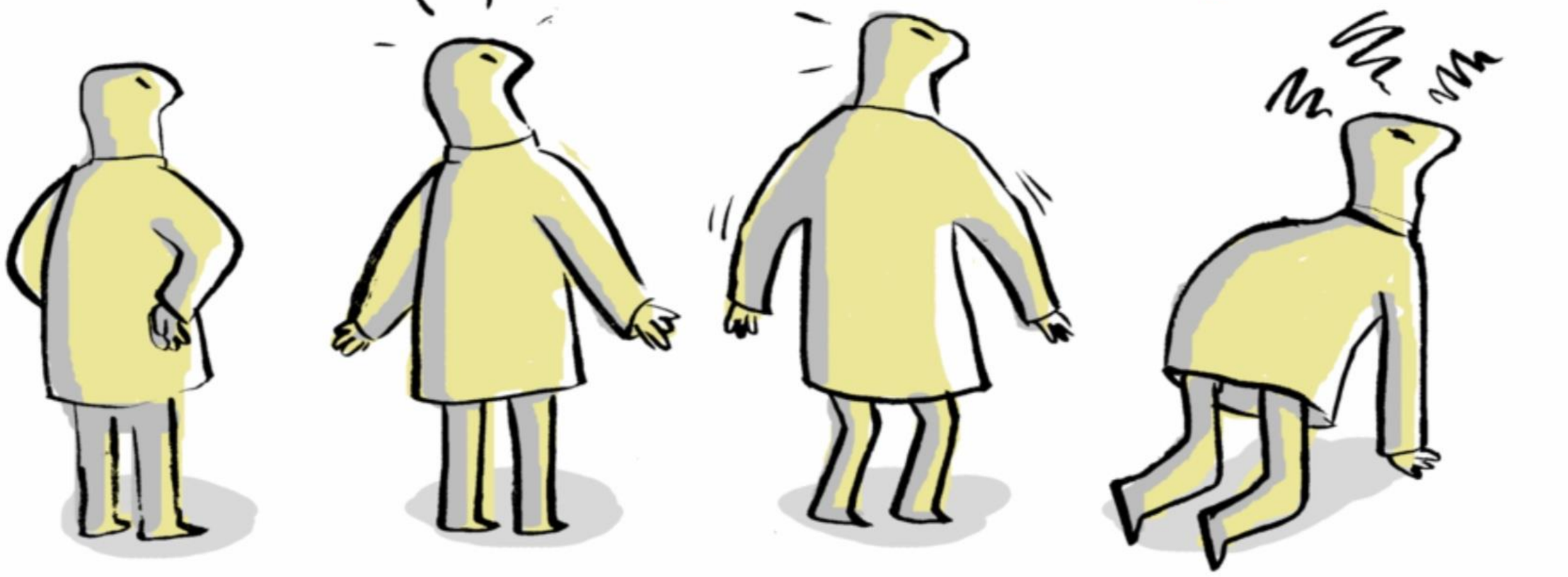
THE EVOLUTION OF ACADEMIA

PUBLISH

PUBLISH OR PERISH

PUBLISH IN HIGH IMPACT JOURNALS OR PERISH

PUBLISH FREQUENTLY IN HIGH IMPACT JOURNALS AND MAYBE YOU WON'T PERISH



facebook.com/pedromics

Why should we change ?

- Landscape is changing towards Open Science, based on exchange and sharing
- Assessment should take the OS principles into account.

Are there alternatives ?

- DORA, Leyden Manifesto
- Several theoretical paths
- Concrete initiatives

Yes indeed, but...

- Tells us what we sould’t do any longer
- Not what we should do

European Commission

Evaluation of Research Careers fully acknowledging Open Science Practices

Rewards, incentives and/or recognition for researchers practicing Open Science

edited by

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Research and Innovation

Assessment must be based on MULTIPLE CRITERIA

1. **Research output**
   - Research activity
   - Publications
   - Datasets
   - Open source
   - Funding
2. **Research Process**
   - Stakeholder engagement/citizen science
   - Collaboration & interdisciplinarité
   - Research integrity
   - Risk management
3. **Service & Leadership**
   - Leadership
   - Academic standing
   - Peer review
   - Networking
4. **Research Impact**
   - Communication & dissemination
   - IP (patents, licenses)
   - Societal impact
   - Knowledge exchange
5. **Teaching and supervision**
   - Teaching
   - Mentoring
   - Supervision
6. **Professional Experience**
   - Continuing professional development
   - Project management
   - Personal qualities

« MATRIX, NOT METRICS »

OS-CAM, the Career Assessment Matrix

	R1	R2	R3	R4
Research output	+	++	+++	++++
Research Process	+	+++	++++	++++
Service & Leadership		+	+++	++++
Research Impact	+	++	+++	++++
Teaching and supervision	(++)	+	++	++++
Professional Experience		+	+++	++++

OS-CAC, the Career Assessment Cube

Engineering R1 R2 R3 R4

Humanities R1 R2 R3 R4

Social R1 R2 R3 R4

Earth R1 R2 R3 R4

Life Sciences	R1	R2	R3	R4
Research output	+	++	+++	++++
Research Process	+	+++	++++	++++
Service & Leadership		+	+++	++++
Research Impact	+	++	+++	++++
Teaching & supervision	(++)	+	++	++++
Professional Experience		+	+++	++++

Sharing experience

- In universities
- Role for libraries, in synergy with researchers, monitoring impact (macro & micro)

Public authorities, funders, OA publishers, researchers: same combat

- Awareness of OS benefits and collateral damage
- Consensus on where we are, not yet on how to get where...
- Compliance of funders to O.S. principles is increasing but not fully enforced

Take-home message

It will be impossible
to implement Open Science harmoniously
without a large, significant and determined consensus
on new ways to evaluate research and researchers.

E-book freely available at:

https://academie-editions.be/

Thank you !

https://academie-editions.be/